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RUTGERS UNIVERSITY

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

CITY OF CAMDEN

AND

CAMDEN CITY POLICE SUPERIOR OFFICERS ASSOCIATION

JANUARY 1, 1990 - DECEMBER 31, 1992

MURRAY, MURRAY & CORRIGAN  
25 Sycamore Avenue  
Little Silver, New Jersey 07739  
(201) 747-2300

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ARTICLE I

ASSOCIATION RECOGNITION

SECTION I. The City of Camden (hereinafter referred to as "City") hereby recognizes the Camden City Police Superior Officers Association (hereinafter referred to as "Association") as the sole and exclusive negotiating representative of all sergeants, lieutenants and captains, who are employed by the Department of Administration and Finance, Division of Police; excluding all policemen and policewomen, of the ranks of patrolmen, deputy chiefs, and chief of police; all other supervisors within the meaning of the New Jersey Employer-Employee Relations Act; managerial executives; professional, craft and clerical employees.

ARTICLE II  
MAINTENANCE OF STANDARDS

SECTION 1. The City shall not discharge or discriminate in any way against an employee for Association activities or for Association membership as long as this activity does not in any way unreasonably disrupt normal operations of the Police Division.

SECTION 2. The rights of both City and employees shall be respected and the provisions of this Agreement for the orderly settlement of all questions regarding such rights shall be preserved.

SECTION 3. No portion of this Agreement is intended to deprive any employee of any civil service rights which he may enjoy except those specifically limited, denied or extended by the provisions of this Agreement.

SECTION 4. Proposed new rules, or modifications of existing rules, affecting terms and conditions of employment shall be negotiated with the Association prior to formal adoption by the City.

SECTION 5. This Agreement shall not be changed or amended except by mutual agreement, reduced to writing and duly executed by the parties thereto.

ARTICLE III  
ASSOCIATION REPRESENTATIVE AND MEMBERS

SECTION 1. Authorized representatives of the Association, whose names shall be filed in writing with the Business Administrator, shall be permitted to visit any police facility or the office of the Chief of Police or Business Administrator for the purpose of processing or investigating grievances.

This right shall be exercised reasonably, and shall be exercised by no more than two authorized representatives at any one time.

Upon entering the premises, the authorized representatives shall notify the commander or in his absence, his duly authorized representative. The Association representatives shall not unreasonably interfere with the normal conduct of the work within the police facility.

SECTION 2. Board members and authorized representatives, who are officially recognized delegates, shall be granted administrative leave with pay in accordance with the provisions of N.J.S.A. 11A:6-10 for the purposes set forth therein.

SECTION 3. The President of the Association, or in his absence his duly authorized representative, shall be excused from all duties and assignments in order to discharge duties as representative of the Association, provided that such representatives shall submit prior written notification to his

immediate superior, which notification should detail the time to be taken and the subject matter of the Association business involved. In the event of an emergency situation in which prior written notification is impractical, the Association representative shall give oral notification to his immediate superior, written notification to follow.

SECTION 4. Negotiation Leave. A maximum of three (3) authorized representatives of the Association shall be granted administrative leave to participate in negotiations for a successor Agreement to this Agreement in accordance with the following formula:

A. Administrative leave shall be granted for the full day on which any negotiations session shall take place.

B. Should negotiations extend beyond 4:00 p.m. or commence in the evening, administrative leave shall be granted for the first shift in the following day and shall continue through the first full shift after the end of the negotiations session.

C. Administrative leave shall be granted for a maximum of three (3) days for the preparation of the Association's negotiation proposals.

SECTION 5. With respect to internal investigations:

A. An officially designated representative of the Association shall, with the written permission of the employee involved, have access to the records and follow-up investigation involving charges against any employee, provided such shall not prejudice the investigation.

B. The City shall present to the Association copies of all charges for disciplinary action and/or discharge against all employees covered by this contract.

SECTION 6. The City shall endeavor to place the employee who is serving as President of the Association, at his request, in a position conducive to the fulfillment of his responsibilities as President.



ARTICLE IV

RETIREMENT

SECTION 1. Employees shall retain all pension rights as police officers under New Jersey Laws and Camden Municipal Ordinances.

SECTION 2. Terminal leave shall be paid at the rate of one and one-tenth percentum (1.1%) of the last year's salary multiplied by the number of years of service.

SECTION 3. Employees retiring on either regular or disability pension shall be paid for all accumulated holiday and vacation; said payments computed at the rate of pay based upon the annual compensation due and owing during the last year of his employment prior to the effective date of this retirement.

SECTION 4. Employees retiring on either age and service or disability pension shall be paid for all accumulated in-time, said payment calculated at the current rate of pay when retired.

SECTION 5. Effective January 1, 1977, employees retiring on either age and service or disability pension shall be paid a lump sum payment as supplemental compensation for each full day of earned and unused accumulated sick leave which is credited to him on the effective date of his retirement. The supplemental compensation payment to be paid hereunder shall be computed

at the rate of one-half (1/2) of the daily rate of pay for each day earned and unused accumulated sick leave, based upon the average annual compensation received during the last year of employment prior to the effective date of his retirement, provided, however, that no such lump sum supplemental compensation payment shall exceed twelve thousand eight hundred and forty dollars.

SECTION 6. Effective January 1, 1989, employees retiring on either age and service or disability pension shall be paid a lump sum payment as supplemental compensation for each full day of earned and unused accumulated sick leave which is credited to him on the effective date of his retirement. The supplemental compensation payment to be paid hereunder shall be computed at the rate of one-half (1/2) of the daily rate of pay for each day earned and unused accumulated sick leave, based upon the average annual compensation received during the last year of his employment prior to the effective date of his retirement. There shall be no limit on lump sum supplemental compensation payments.

SECTION 6. Employees intending to retire on either age and service or disability pension shall accordingly notify the Business Administrator sixty (60) days prior to the date at which said retirement is to become effective.

ARTICLE V  
LEAVE OF ABSENCE

SECTION 1. A leave of absence, without pay, may be granted for good cause to any employee who has been employed for a period of ninety (90) days after the probationary period. Said leave may not be arbitrarily or unreasonably withheld. A leave of absence for the sole purpose of seeking other gainful employment shall not be considered good cause.

SECTION 2. No person shall be required to take a leave of absence without his written consent made in the presence of the Association's authorized representative.

SECTION 3. The maximum time for which an employee may request and obtain a leave of absence shall be for a period of six (6) months, following the utilization of such time, all further leaves of absence shall be accorded only with the express approval of the City Council.

ARTICLE VI  
DUES CHECK-OFF

SECTION I. The City agrees to deduct dues upon receipt of written authorization by the employees, and once a month shall remit the monies collected for this purpose to the financial secretary of the respective organization.

A check-off shall commence for each employee who signs a properly dated authorization card, supplied by the organization approved by the City during the month following the filing of such card with the City.

A check-off of 85% of the membership dues shall commence for all other employees covered by this Agreement pursuant to N.J.S.A. 34:13A-5.5-5.6.

The Association agrees that there shall be no discrimination, intimidation, restraint, coercion, harassment or pressure by it or its officers, agents, or members against any employee who refuses or fails to execute an authorization card.

The Association shall indemnify and save the City harmless against all claims, demands, suits or other forms of liability which may arise by reason of any action taken, pursuant to Paragraph 1, or inaction which the Association has failed to take pursuant to the last paragraph of this Article, in making deductions and remitting the same to the Association pursuant to this Article.

Any such written authorization may be withdrawn at any time by the member filing a notice of such withdrawal with the Association and the City Comptroller and the approval of such withdrawal notice by the Association.

ARTICLE VII

VACATIONS

SECTION 1. Annual vacations shall be granted strictly according to seniority.

SECTION 2. The number of employees who may be on vacation at the same time shall be determined by the immediate superior of such employees, subject to the approval of the Business Administrator.

SECTION 3. Vacation time must be taken in the year earned. When vacation time is deferred by the City for any reason, other than the fact that such period has been previously granted in accordance with Section 1 of this Article, then the employee shall be entitled to utilize such vacation time at a later period in the same calendar year or to be paid for same.

SECTION 4. Notwithstanding any provisions to the contrary, an employee may accumulate 10 days vacation in the calendar year, to be carried over in the following calendar year, not to exceed a total accumulation of 30 days.

SECTION 5. Vacations shall be granted for continuous uninterrupted service computed from the last day of hire and according to the following schedule:

0 to 1 year	.	.	.	.	.	1 day per month
1 to 5 years	.	.	.	.	.	15 days per year
6 to 12 years	.	.	.	.	.	18 days per year

13 to 16 years . . . . .	20 days per year
17 to 19 years . . . . .	21 days per year
20 years or more . . . . .	23 days per year

SECTION 6. The City shall make available to all employees, upon request, forms upon which vacations are to be requested. A copy of such a completed form, with the action of the City with respect to the request noted thereon, shall be provided to the employee.

ARTICLE VIII  
EQUIPMENT AND VEHICLES

SECTION 1. The City shall maintain each patrol unit with plexiglass protection between the front and rear seats.

SECTION 2. No employee or unit shall be required to perform any potentially hazardous functions without proper radio communication at its immediate disposal.



ARTICLE IX

WORK WEEK

SECTION 1. The seven hour work shift in the current schedule is to be increased to eight hours.

SECTION 2. Any work assignment in excess of eight (8) hours per day, or on a day off, shall constitute overtime.

SECTION 3. The working hours of special classified sergeants, lieutenants and captains shall be increased from the seven hour shift in the current schedule to eight hours.

SECTION 4. The twelve (12) compensation days per year shall be eliminated for Police Superiors working a Monday to Friday schedule.

ARTICLE X  
SICK/INJURED LEAVE

SECTION 1. A sergeant, lieutenant or captain shall receive seventeen (17) paid sick days per year and these shall be cumulative. A maximum of eight (8) sick days per year may be utilized for family illness purposes; additional days for family illness may be allowed in the case of hospitalization of a family member or a catastrophic illness or accident.

SECTION 2. If a sergeant, lieutenant or captain is incapacitated and unable to work because of any injury or illness sustained in the performance of his police duty, he shall be entitled to injury leave with full pay up to one year from the date of disability during the period in which he is unable to perform his duties, provided that the examining physician appointed by the governing body shall certify to such injury or illness or disability. Such leave shall not be arbitrarily or unreasonably withheld.

ARTICLE XI  
BULLETIN BOARD

The City shall provide for the installation of bulletin boards and/or provide space for the posting of notices relating to matters and official business of all recognized police organizations.

ARTICLE XII  
GRIEVANCE PROCEDURES

SECTION 1. The purpose of this Article is to settle all grievances between the City and the members of the Association as quickly as possible so as to insure efficiency and promote employee moral.

A grievance is defined as any disagreement or dispute between the City and the employees, or between the City and the Association, involving the application, interpretation or alleged violation of this Agreement.

A grievance shall be processed as follows:

Step 1. The aggrieved employee and the representative of the Association shall discuss and attempt to resolve the matter with appropriate City representatives.

Step 2. If the grievance is not adjusted in Step 1, it shall be submitted in writing within ten (10) working days to the supervisory officers at the next level of command within the Division of Police.

Step 3. If the grievance is not adjusted within five (5) working days in the chain of command, it shall then be submitted in writing to the Business Administrator or his designee. The Business Administrator, or his designated representative, shall seek to resolve the grievance with the appropriate Association representative.

Step 4. If the parties are unable to resolve the grievance at Step 3 within five (5) days and the grievance is not one which is subject to Civil Service appeal, then either of the parties may elect to proceed to arbitration.

The City and the Association shall share equally the expenses of the Arbitrator. Arbitration shall be by single Arbitrator, mutually selected by the parties. However, if the parties are unable to agree upon the selection of an Arbitrator within five (5) working days after the Association notifies the Business Administrator of its intention to arbitrate, then the Association may, within ten (10) working days thereafter, request the New Jersey Public Employment Commission to submit a panel of seven (7) Arbitrators to both parties. A copy of such request shall be sent to the Business Administrator. Each party shall notify the Commission of its selections from the panel submitted, and the Commission shall then appoint the Arbitrator most preferred by the Association and the City to hear and decide the dispute.

Any grievance must be presented within ten (10) working days after the aggrieved person knew of the event or events upon which the claim is based or else such grievance is deemed waived.

SECTION 2. Only the City and the Association shall have the right to submit a grievance to arbitration notwithstanding any other provisions of this Article to the contrary.

ARTICLE XIII

FUNERAL LEAVE

SECTION 1. Employees shall be granted special leave with pay because of a death in his immediate family, including relatives residing in the same household; or the death of a father, mother, grandmother, grandfather, sister, brother, father-in-law, mother-in-law, son-in-law and daughter-in-law, who reside elsewhere.

SECTION 2. Such funeral leave shall be granted from the date of death until the first tour of duty following interment.

SECTION 3. Employees shall be granted special leave with pay for a period of one (1) day due to the death of any relative not specified in this Article.

SECTION 4. Notwithstanding any other provision of this Article, special funeral leave with pay shall be granted for a period of twenty (20) days due to the death of a spouse, provided that such spouse shall leave surviving a minor child or children; otherwise, such leave shall be for a period of fifteen (15) days.

SECTION 5. Notwithstanding any provision of this Article, special funeral leave with pay shall be granted for a period of ten (10) days due to the death of an employee's son or daughter.

SECTION 6. Notwithstanding any other provision of this Article, special funeral leave with pay shall be granted for a period of ten (10) days due to the death of an employee's mother, father, mother-in-law or father-in-law.

ARTICLE XIV  
EDUCATIONAL PROGRAMS

SECTION 1. The City agrees to conform to uniform procedures for allowing men time off to attend college or other schools. Employees will not be discriminated against and said time off will not be arbitrarily or unreasonably withheld.

SECTION 2. All employees shall be paid \$10.00 per credit for successfully completing any bona fide course in any accredited college per year. A certificate of successful completion shall be submitted before any payment of credit is made. The maximum payment made under the within provision shall be \$1,200.00

SECTION 3. Effective January 1, 1984, all payments under this Article, which are earned during the calendar year, shall continue to be paid in January of the following calendar year. Payments under this article shall be made on a pro rata basis only for those months in which the employee is on active duty with the Division of Police.

ARTICLE XV  
DISCRIMINATION

SECTION 1. There shall be no discrimination among employees or units covered by this contract, except if specifically provided in this contract.

SECTION 2. No order, either present or future, shall provide any one employee or unit within the Division of Police with any special privileges, except as specifically provided in this contract.



ARTICLE XVI  
MILITARY LEAVE

SECTION 1. All employees shall be granted a leave of absence for field training in accordance with the following provisions:

(a) An employee of the Division of Police who is a member of the organized reserve of the Army of the United States, United States Naval Reserve, United States Air Force Reserve or United States Marine Corps Reserve, or any other organizational affiliated therewith, shall be entitled to leave of absence from his respective duty without loss of pay or time on all days which he shall be engaged in field training, which period shall not exceed two (2) weeks in calendar year. Such leave of absence shall be in addition to the regular annual vacation allowed such employee.

(b) A member called into any other extended service with the Armed Forces shall be placed upon leave without pay for the period of such service.

(c) After two (2) years service, any member entering extended active military service with the Armed Forces in a voluntary or involuntary basis during wartime and on any involuntary basis during peacetime shall be granted thirty (30) days salary in the form of military leave with pay, and the

balance of the said extended military service shall be considered as military leave without pay.

SECTION 2. All employees shall be paid, as aforesaid, and their accumulated vacation, holiday or sick time shall not be forfeited.

ARTICLE XVII

REQUIREMENTS

Physical and scholastic standards shall not be waived or lowered for any applicant; such standards shall be in accordance with the present Civil Service regulations and requirements.

ARTICLE XVIII

SUSPENSIONS

SECTION 1. No employee shall be suspended without pay for any departmental charges or for the commission of a disorderly persons act without a departmental hearing in accordance with the procedures currently in effect and no later than thirty (30) days from the date of the service of such charge or charges.

SECTION 2. In the case of any criminal charge or charges other than set forth in Section 1 of this Article, the Director of Public Safety shall have the right to immediately suspend an employee with or without pay.

SECTION 3. The Association shall be notified of all departmental charges prior to hearing on same.

ARTICLE XIX  
SERVICE RECORDS

SECTION 1. Each employee shall be entitled to inspect his service record upon request between the hours of 9:00 A.M. and 4:00 P.M. on any workday.

SECTION 2. Service records shall include all records in the employee's personnel file.

SECTION 3. As used in Section 1 of this Article, workday shall be defined as any weekday which is not a holiday.

SECTION 4. Notwithstanding any other provisions in this Article to the contrary, the City shall not be obligated to allow the examination of any more than two (2) service records in any one day.

ARTICLE XX

OVERTIME

SECTION 1. Overtime shall be paid in conformance with the United States Fair Labor Standards Act.

SECTION 2. Any employee required to work in excess of eight (8) hours, for another hour or for any portion thereof, shall be paid for a full hour and shall thereafter be paid on a half-hour basis for working such half hour or any portion thereof.

SECTION 3. Any callback for any court appearances shall be for a minimum of three (3) hours.

SECTION 4. Any callback of an employee required by the City to appear at a disciplinary hearing, Civil Service hearing, or Public Employment Relations Commission proceeding, shall be treated as a callback for a court appearance for purposes of establishing overtime pay and minimum pay for appearances.

SECTION 5. Captains acting as Duty Officers will be required to make their off hours inspections on all their tours as Duty Officers but will receive no overtime compensation for such duty. Captains will receive overtime only in emergency call back.

ARTICLE XXI

ARBITRATION

Where any grievance or disciplinary matter is one subject to appeal to the Civil Service Commission, the employee, at his option, shall have the alternative right to proceed to arbitration, instead of Civil Service appeal, in conformance with the provisions outlined in Article XII.

ARTICLE XXII

GROOMING

Grooming regulations shall be applicable to all members of the Division of Police unless such regulations would hinder such members of the Division of Police in the performance of their duties.



ARTICLE XXIII  
PROVISION OF MEALS

The City shall supply to all members who work in excess of eight (8) hours during an officially declared emergency with a hot meal.

ARTICLE XXIV

EXCHANGE OF HOURS OF DUTY AND DAYS OF DUTY

SECTION 1. Exchange of hours and duties by an employee may be granted by the Division of Police provided that such exchange shall not result in any employee who is engaged in such exchange working outside of his rank.

SECTION 2. Exchange of days of duty by an employee may be granted by the Division of Police provided that such an exchange shall not result in any employee, who has engaged in such exchange, working outside of his rank and further provided that no employee shall exchange any more than two (2) days within any single week without the specific approval of the Director of Public Safety.

SECTION 3. Notwithstanding any other provision of this Article to the contrary, any exchange of either hours or days shall be with the permission of the employees' immediate superior.

ARTICLE XXV

CALLBACK

The callback of any employee as defined in Article I of this contract, during a declared emergency, shall result in payment to the employees so called for a minimum of five (5) hours, and if such employees are required to expend in excess of five (5) hours, then they shall be paid for a minimum of nine (9) hours, and if such employees are required to expend in excess of nine (9) hours, they shall be paid on an hourly basis therefor. Provided, however, that employees who do not wish to remain for the full five (5) or the full nine (9) hour period, provided that they have been released from duty by their respective commanders, shall be paid only on an hourly basis.

ARTICLE XXVI

UNIFORMS

SECTION 1. The City agrees not to change the basic uniforms, or any portion thereof, currently utilized by employees without providing the necessary sums for the purchase of such new items, in addition to the clothing allowance provided for by this contract.

## ARTICLE XXVII

### WAGES

SECTION 1. The wages for employees shall be as provided for in Schedule A, attached hereto and made a part hereof, and as provided for by an Ordinance to be adopted.

SECTION 2. The practice of appointing employees to higher ranks in an acting capacity is discouraged. No employee shall be required to act in a higher ranking capacity for a period to exceed thirty (30) consecutive days; in the event that an employee is required to act in such higher ranking capacity, as aforesaid, he is then to receive pay commensurate with the position in which he is acting beginning with the first (1st) day.

SECTION 3. Employees shall receive longevity payments as provided for in Schedule C, attached hereto and made a part hereof. Effective January 1, 1984, all payments under the provisions of the Longevity Schedule, Schedule C, which are earned during the calendar year, shall continue to be paid in January of the following calendar year.

ARTICLE XXVIII  
EXTRA-CONTRACTUAL

The parties to this contract agree that they shall not enter into any agreement or contract or negotiations therefor with any individual or group of individuals which agreement or contract or negotiations therefore are outside of the scope of this contract. The parties further agree that any such extra-contractual agreement shall be null and void.

ARTICLE XXIX  
TRAVELING EXPENSES

All employees traveling outside of the City on official business, at the explicit direction of their superior, shall be paid for all reasonable expenses incurred in such travel. The City shall endeavor to provide an automobile for such travel and when such automobile is not provided, shall pay the employee twenty (\$.20) cents per mile for such travel.

ARTICLE XXX

SEVERABILITY

In the event that any provision of this Agreement between the parties shall be held by operation of law or by a court or administrative agency of competent and final jurisdiction to be invalid or unenforceable, the remainder of the provisions of such Agreement shall not be affected thereby, but shall be continued in full force and effect.

It is further agreed, that in the event any provision is finally declared to be invalid or unenforceable, parties shall meet within thirty (30) days of written notice by either party to the other to negotiate concerning the modification or revision of such clause or clauses.



ARTICLE XXXI  
INSURANCE, HEALTH AND WELFARE

SECTION 1. The City shall continue to maintain and provide all insurance coverage that is in force and effect at the present time and they will provide and maintain false arrest insurance for the protection of the sergeants, lieutenants and captains or, in the alternative, agree to defend and to satisfy any judgment which may be rendered against the employee for any actions arising out of his employment with the City.

SECTION 2. The City shall provide the defense of all claims for personal injury, death or injury to property arising out of and in the course of employment of the employee, and the City shall pay and satisfy all judgments rendered against said employees.

SECTION 3. Hospitalization. The employees shall receive fully paid Blue Cross and Blue Shields with Rider J, and Major Medical or equivalent to cover themselves and their families. Effective December 18, 1984, there shall be a \$100 deductible for family coverage. In 1991, the deductible for family/dependents shall be \$250 per year. The Major Medical lifetime maximum cap for retirees shall be increased from \$100,000 to \$250,000.

SECTION 4. Dental Insurance: The City agrees to provide a dental plan for the employees, their spouses and children. For those employees who retire after January 1, 1990, the City shall

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provide the continuation of the Dental Program at the expense of the City. Any premium increases after January 1, 1991 shall be paid by the retiree if the retiree elects to remain in the Dental Program.

SECTION 5. The City agrees to provide health insurance for all employees retiring on a regular pension.

SECTION 6. Eyeglass Insurance: Effective January 1, 1985, the City shall provide an eyeglass insurance program. Each officer shall receive fifty dollars (\$50.00) per year toward the cost of eyeglasses.

SECTION 7. Employees opting to have coverage through one of the optional H.M.O.'s shall be required to pay the difference between the premiums for that plan and the employer's cost under the City's Self Insurance Plan.

ARTICLE XXXII

PAY PERIOD

SECTION 1. Employees shall be paid every two weeks for a period of 52 weeks in accordance with the provisions of the City Ordinance.

SECTION 2. Personnel on the 4:00 P.M. to midnight shift and the midnight to 8:00 A.M. shift shall be paid, if they so desire, at 0001 hours on pay day.

## ARTICLE XXXIII

### HOLIDAYS

SECTION 1. Employees shall receive twelve (12) paid holidays per year.

SECTION 2. Any other holidays shall be such holidays as are declared by the Mayor, Governor or the President of the United States.

SECTION 3. An employee shall take six (6) paid holidays in the first half of each calendar year, and six (6) paid holidays in the second half of each calendar year. In the event that a request for a holiday is denied, then said holiday may be taken later in the year. In the event that there are any unused holidays at the end of the year, the employee shall be paid in lieu thereof. Notwithstanding any other provision in this Article to the contrary; and employee shall be allowed to utilize all of such twelve (12) paid holidays, or any portion thereof, in a single quarter of any calendar year for the purpose of attending bona fide college courses, provided verification of such attendance is presented to the City.

SECTION 4. Notwithstanding any other provision of this Article to the contrary, employees may carry over into the following year five (5) accumulative holidays. Payments for such accumulative holidays shall be paid to the employee at the employee's current rate of pay.

SECTION 5. All payment made for accumulated holidays and vacations shall be paid at the employee's current rate of pay. The City shall make available to all employees request forms upon which holidays are to be requested. A copy of such completed form with the action of the City with respect to the request noted thereon shall be provided to the employee.

ARTICLE XXXIV

DURATION

SECTION 1. This Agreement shall be in effect from January 1, 1990 until December 31, 1992, or until a successor Agreement has been executed.

IN WITNESS WHEREOF, the parties have hereunto set with their hands and seals at Camden, New Jersey on this 5th day of March, 1990.

POLICE SUPERIOR OFFICERS  
ASSOCIATION

BY: *John Allen*

CITY OF CAMDEN  
CAMDEN COUNTY, NEW JERSEY

BY: *Carol A. Thompson*

Witness:

*John Kudzman*

Witness:

*RJK*

Reviewed and approved as to form.

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SCHEDULE A

SALARIES

Effective January 1, 1990

Sergeant	\$40,574.00
Lieutenant	\$44,201.00
Captain	\$49,163.00

Effective January 1, 1991

Sergeant	\$42,603.00
Lieutenant	\$46,411.00
Captain	\$51,621.00

Effective January 1, 1992

Sergeant	\$45,159.00
Lieutenant	\$49,195.00
Captain	\$54,719.00

SCHEDULE B

CLOTHING ALLOWANCE AND MAINTENANCE

*Clothing Allowance	\$600.00
Clothing Maintenance	\$250.00

Effective in 1987, six hundred and fifty dollars (\$650) of the clothing allowance shall be included in the base wage rate.

Effective January 1, 1988, Clothing Allowance shall be two hundred dollars (\$200.00) per year, which shall be paid in January of each year.

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\* Less any monies received for clothing allowance before the signing of this contract



SCHEDULE C  
LONGEVITY SCHEDULE

The percentage of increase to annual base salaries for longevity shall be as follows:

<u>Years of Service</u>	<u>% Increase</u>
From 0 - 4 years inclusive	0%
From 5 - 9 years inclusive	3% of annual base salary
From 10 - 14 years inclusive	4% of annual base salary
From 15 - 19 years inclusive	5% of annual base salary
For 20 years of service	6% of annual base salary
For 21 - 24 years inclusive	7% of annual base salary
For over 24 years of service	8% of annual base salary (effective 1/1/90; payment per contract in 1991)

SCHEDULE D  
DIFFERENTIALS

SECTION 1. All officers working a rotation shift shall receive a five (5%) percent differential on their annual base salary in 1976, a six (6%) percent differential in 1977 and 1978.

SECTION 2. All officers working on a steady shift between the hours of 4:00 P.M. and 8:00 A.M. shall receive a five (5%) percent differential in their annual base salary for 1976, and a six (6%) percent differential in 1977 and 1978.

SECTION 3. All officers assigned to the Tactical Force shall receive ten (10%) percent differential on their annual base salary in 1976, and an eleven (11%) percent differential in 1977 and 1978.

SECTION 4. Effective July 1, 1987 the shift differential of six percent (6%) shall be added to the base wage rate of all sergeants and lieutenants, resulting in a single salary rate for all sergeants and a single rate for lieutenants. Effective July 1, 1987, shift differentials for sergeants and lieutenants will terminate in accordance with Section 5 of this Schedule. The rate for captains who do not work shifts shall remain at the current level, and any captains working shifts will receive a six percent (6%) shift differential. Effective January 1, 1989, the shift differential for Captains (6%) will be terminated in accordance with Section 5 of this Schedule and shall be added to

the base rate. The Captains acting as Duty Officers will be required to make their off hours inspections on all their tours as Duty Officers but will receive no overtime compensation for such duty. Captains will receive overtime only in emergency call back.

SECTION 5. Effective July 1, 1987 shift differentials for sergeants and lieutenants shall be terminated. Provided, however, that effective July 1, 1987, the Tactical Force differential provided in Section 3 of this Schedule shall be reduced to five percent (5%). Effective July 1, 1987, officers who are assigned to the Tactical Force shall receive the five percent (5%) differential.